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. . . . The 100th meeting of the CIA RETIREMENT BOARD
convened at 1:30 p.m. on Wednesday, 6 November 1968, with the following
present:

25X1A9a

Mr. George E. Meloon, DDS Member

25X1A9a

I have a couple of things I would like to
cover with you before we move to the agenda. It isn't a very long agenda.

25X1A9a

I must admit there has been a little second-guessing,
soul-searching on my part, based primarily on some experience we had with
the case we're going to move ahead with on retirement -- and then
who is the next case.

25X1A9a

George (Meloon), you are excluded from this, because
this was before you joined the Board.

25X1A9a

requested a two year extension and
we turned it down. She asked to work until February 1970. Then she came
back -- and I don't know whether we missed it or we considered it -- it isn't
terribly clear from the verbatim record -- but, in any event, when she came back
the second time she said: I just took it for granted I'd get an extension -- now
it's short notice -- and I request extension until February 1969. The second
time around she was really only asking for a year, not two years -- and we in our
wisdom extended her until December of 1968 -- in other words, we cut short two
months of what she asked for. She subsequently said, "I am not going to retire."

And in retrospect it looked a little sad that here we had generated a problem case

25X1A9a

based on only two months. I asked [redacted] to get with her and tell her that
maybe we could work something out on these two months, but she backed off and
said, "No -- I'm going back to my February 1970 date now."

25X1A9a

[redacted] I think you're misreading that a little bit.

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She may be using that as an excuse, but I had extensive talks with this woman when her case first came up -- and I don't think we need to worry about those two months -- we're not at fault here, I don't think.

25X1A9a

[REDACTED] All I know, she asked for February 1969 and we approved December 1968, and she is now a case that is going to require separation action.

Now, all I'm leading up to, I think Col. White sort of indicated that if it's a difference between somebody walking out reasonably happy or not happy, and we're talking about two or three months, it is a little foolish, probably, to dig in. I hate to go back on cases we spent a lot of time on-- Now if you're saying, Paul, that she would have come in again and asked for another year - well, that I don't know -- but her request did say February 1969.

25X1A9a

[REDACTED] Was it a hardship case?

[REDACTED] I would say we were well within our rights not to give her those two months. What happened, I think, we felt there had been a lot of delay and therefore it would be awfully short notice, so we took it to December. But thinking about it now, maybe we should have given her until February -- given her two more months.

25X1A9a

[REDACTED] Can I say a word about it? She feels it's hardship. It's not financial hardship. She says: I intend to work until I'm 62 -- I'm not going to work after that -- you're asking me to make another career for myself for a period of no more than two years, and perhaps less than that -- I feel it is a hardship for me to start a new career when I know I'm only going to do it for a short time.

25X1A9a

[REDACTED] : What was her grade?
[REDACTED] A GS-8, I think.

[REDACTED] The fact is we now have a full fledged problem case. I'm still hoping she will back down -- but if she doesn't we will have a 102(c) separation case on our hands.

25X1A9a

Now, we have [REDACTED] -- and we did

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discuss this case at some length. This was the lady in [REDACTED] who said: "I'd like to take home leave and go back for a second tour which will end in April of 1972." At that time [REDACTED] said she is going to retire from overseas so it isn't very critical whether she finishes that second tour or not. The fact is she is entitled under the 3-letter business to extension until 31 December 1971. So it's another case of a woman saying: "I'll be happy if you give me three more months -- until March 31st." I checked with [REDACTED] again, and 25X1A9a said: Jack, did you have any particular reason for saying don't give her the three months she asked for? He said, "No -- I'd be delighted to have her for another three months." I'm only throwing it back to the Board: Do you feel that we should dig in and not give her the three months, or say: "Well, it's just another three months" -- and, again, if she leaves happy, isn't that worth something? When you ask yourself this question after you have a problem case on your hands - when she says "I'm going to fight it" - was it worth it for the three months? I think this is really what I'm saying. 25X1A9a

[REDACTED] You know, it's very hard for the members of this Board to sit down and very carefully consider these cases, and, whether they arrive at a three months extension, or six or nine months, to recognize maybe this is going to be a case that will give us trouble. And then the case goes upstairs after we have turned it down, and they look at it and say - "Why? for three months! You could have given this person three more months." Then when you do extend them they come back and raise the dickens with you - "Why did you extend in this case?" In all of these cases behind sight is just fine if a problem is going to be caused upstairs -- but . . . (inaudible)... they should accept the ruling of this Board. 25X1A9a

[REDACTED] I'll tell you one thing -- I guess we all like to feel we have been doing what we thought was right all the time, but I must admit there's a little bit of "What will get by up there?" I'm all for calling it as we see them -- because you can't please them five days a week, week in and week out. I think if we do our best job and call them as we see them, we can

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[REDACTED] There's a footnote here. You remember we turned it down because there was no justification. Now Murphy's memo you will see was dated way back, was not included in the package that came to me, was not included in the package that came to this Board -- so we said we were turning it down because they hadn't done their homework. So I went back and I said, "I can't believe that there wasn't some recommendation by the Office Director" -- whereupon they dug that memo out. Then they told me Mr. Smith was concurring in Jim Murphy's position, and I said: "Well, that didn't come through in our record at all, so put it through again, and get him to put his endorsement on that same piece of paper." Let me explain that this is not retroactively concocting a memo of justification.

25X1A9a

[REDACTED] It is dated 16 August, and Jack's is dated 25X1A9a October. Well, actually, [REDACTED] came down to see me--

[REDACTED] 25X1A9a Jack's signature was on it when it came

through earlier, but at the time Jack signed this was part of the package addressed to the DD/I Admin Officer and it was removed as part of the documentation as being superfluous.

25X1A9a

[REDACTED] Well, even if we wanted to turn it down, I certainly don't think we can word our statement that we see no basis on the needs of the service -- which would be flying in the face of this. We could still reject it -- but I think at the very least we have to rewrite the Minute on it. How do you feel about it in light of this recommendation?

25X1A9a

[REDACTED] For one thing, Murphy does have justification 25X1A for it on the [REDACTED] problem. Secondly, generally speaking the DD/I likes to have 62 as the retirement age, although it has been stated it's primarily on behalf of production analysts, and particularly economists.

25X1A9a

[REDACTED] Yes, the policy does say the DD/I would expect to make some use of exceptions to meet its needs. And it sounds reasonable to me.

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[REDACTED] They say 62 in August, but actually it

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[REDACTED] Next, we have 17 employees with at least 25X1A9a five years of Agency service and appear to meet the criteria for designation as participants.

25X1A9a

[REDACTED] I move we designate them.

[REDACTED] nd.

. . . This motion was then passed . . .

25X1A9a

[REDACTED] The next case is that of [REDACTED] 25X1A9a age 55, 25 years and 7 months of Federal service, 19 years and 6 months of Agency service, and 24 months and 8 days of verified qualifying service. He is requesting almost three years of domestic qualifying service.

I must admit I find this one awfully tough. Mike,
would you like to talk about it?

25X1A9a

[REDACTED] You know, his wife was an Agency employee who I think in the not too far distant past was retired on the grounds of disability -- and he would like to get out, and the CS is perfectly happy to see him go. And I don't know whether this would have been submitted had it not been for the 31 July 1968 letter -- but it just might have. His functions in the CI Staff, which, if the Board found qualifying duty would be enough to give him the 60 months of qualifying duty, are as follows.

. . . Off the record . . .

25X1A9a

[REDACTED] Mike, let me just be sure I understand one thing. Regardless of the sensitivity, he is an EDP man, isn't he? a data processing/programing type?

25X1A9a

[REDACTED] No, not only that -- it's because he knows that end of the business they have put him in this job.

. . . Off the record . . .

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MR. MELOON: Can't the D/Pers rubberstamp it for that other two months?

25X1A9a

Well, again, I don't like to have to use this too many times, if it's not necessary.

25X1A9a

... [REDACTED] then read the following memorandum to the Board members:

9 October 1968

MEMORANDUM FOR: Director of Personnel

SUBJECT: Request for Change in Retirement Date from
29 November 1968 to 31 January 1969

25X1A9a

REFERENCE: Designation of [REDACTED] GS-12, CI Staff, as a
Participant in the CIA Retirement System and Retirement
29 November 1968, dated 7 August 1968

I originally requested a retirement date of 29 November 1968 as indicated in referenced memorandum and assumed that this date would have allowed about ninety (90) days to settle official and personal affairs.

Final action on my request is still pending and since I did not anticipate the amount of time necessarily required for processing it is requested that the initial retirement date be changed to 31 January 1969.

I plan to leave the Washington area and settle in Florida and need about ninety (90) days to settle affairs here and seek housing and employment possibilities in Florida.

I have accumulated forty-five (45) days annual leave prior to calendar year 1968 and would prefer receiving pay for this leave after 1 January 1969 which would be of great financial aid in computing my income tax return.

Favorable action on this request will be appreciated.

25X1A9a

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25X1A9a

[REDACTED] I think in all fairness, [REDACTED] started the ball rolling on the 7th of August, and it is now the 6th of November -- and we couldn't really put it all through by 29 November even if we wanted to. So he is saying: I had assumed this date would allow me about 90 days to settle personal and financial affairs, etc., etc. -- I request that my retirement date be changed to 31 January 1969. He's also saying that he will actually take off on the 1st of

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MR. MELOON: I did a little figuring here if the cost of living increase goes through, and with that I figured she would get \$7283, as opposed to (\$7263). So I don't think she is going to gain anything by staying longer - other than to be able to say, "I worked for 31 years."

25X1A9a [REDACTED] I don't see any grounds whatsoever to grant it.

25X1A9a [REDACTED] I'd hate to be sitting in [REDACTED] office

in a couple of weeks and seeing that this is a problem case and the reason it's a problem case is because we didn't give her a few more months.

25X1A9a [REDACTED] On the other hand, though, you have a policy, and this Board is trying to follow that policy.

25X1A9a [REDACTED] And this fits neither hardship nor needs of the service.

[REDACTED] It fits nothing here, except trying to avoid trouble.

[REDACTED] Or have people leave here happy.

[REDACTED] That word gets around, too, Harry.

this, you know, so [REDACTED] But we have already turned down cases like

turn around and approve this one?

[REDACTED] Do we have a motion?

[REDACTED] I move that we not go along with it.

MR. MELOON: Second.

. . . This motion was then passed . . .

25X1A9a

25X1A9a [REDACTED]

[REDACTED] Next case, [REDACTED] She wants a

three year extension - from March 1969 to March 1972.

I would like to point out, Paul -- and I guess we are all a little guilty on this one -- but here, again, she wrote her request for extension on the 2nd of August, Vance wrote his letter on the 5th of September, Proctor concurred on 30 September. It's before the Board today, 6 November, and it will take another week to write it up, and another week for the Director to sign off. So she winds up with four months' notice that she has to retire. I have no

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sympathy for her other than it suddenly is very short notice.

14 October--

[REDACTED] There's the Memo for the Record dated

25X1A9a

I'm saying if she doesn't get this until the beginning of December--

MR. MELOON: Call her on the telephone and let her know. And my guess is that when this cost of living increase is approved she will want to retire earlier -- or if she has any sense she will.

25X1A9a

[REDACTED] I don't see any indication here that anybody has been giving her any reason to think she might get an extension. So she ought to have been thinking a bit about it.

25X1A9a

[REDACTED] All I had in mind was to give her until the 30th of June, or something like that.

25X1A9a

[REDACTED] I was for giving her six months and telling her that she is to work with outplacement and on her own to try to get herself a job on the outside. Her retirement will only be \$2848, and she owes about \$2000 on a house mortgage and \$900 to the Credit Union. I'd be for giving her six months beyond her present date in order to work with outplacement, but specifically with the instruction that she is to work with the outplacement office and on her own to try to get outside employment. I'd be for giving her until six months beyond 31 March 1969.

25X1A9a

[REDACTED] That would take her into the next fiscal year, and I bet John Vance is counting on getting this slot by June 30th. He referred to this in paragraph 2 of his memo. We have people like this -- we want those slots on 30 June.

MR. MELOON: Why not give her until 30 June, then. She would have almost eight months if you gave her to 30 June.

25X1A9a

[REDACTED] Yes, let's settle on 30 June.

25X1A9a

[REDACTED] Let me read this note from [REDACTED] on the Retirement Counseling Staff. [REDACTED] one of our counselors,

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should completely ignore what the head of the Career Service says, but our job is to find whether there is hardship and we should extend, or whether because of the needs of the service we need to extend--

MR. MELOON: But there are no needs of the service to keep her on. The only reason I was willing to go along on the six months was because, as Harry said, this case was delayed for a period of time. 25X1A9a

MR. MELOON: Harry, I don't know if you have dealt with any of these people, but it's like pulling teeth to get them to come in and talk with you about it. It's quite an experience, I'll tell you! They delay, and drag their feet, and take sick leave, and break their appointments with you, and everything else, to avoid talking about their retirement. 25X1A9a 25X1A9a

[REDACTED] Well, [REDACTED] may not consider this a very favorable action on our part, but I think it really will be about four months' notice when she gets it -- it's going to take that long to get this together, write it up, get it to the Director, and then prepare the correspondence to her. So, she will have December, January, February, and March -- 4 months.

Do we have a motion for 30 June?

25X1A9a

so move.

I'll second 30 June.

... This motion was then passed ...

25X1A9a

25X1A9a

The next one is [REDACTED] in Logistics.

As I read this, this fellow is saying give me a year and I'll walk out of here a happy man.

25X1A9a

Give me a year each year!

MR. MELOON: We read the riot act to this man when he got his extension before, and we told him we had no intention of recommending a

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second postponement of his retirement. So, he comes right back and asks for a second one! But I just decided that this is it. Now, we can keep him -- if you want to extend, we can use him. I want to make that clear -- that I won't object to your extending him.

25X1A9a

[REDACTED] Is he going to look for another job?

MR. MELOON: Yes, he's going to try to get one.

25X1A9a

[REDACTED] I feel like in the case that we just considered, give him a few more months-- 25X1A9a

[REDACTED] Well, this one, though, is kind of a chronic one. He has already had one extension for a year, and he was told at that time he wouldn't be extended again. I really don't know what you would base another three months on in this case. That's the way I react to it. 25X1A9a

[REDACTED] I think that barring additional evidence, I don't see why the Board should do anything except back up Mr. Meloon and Mr. Bannerman. He's been their man, and they have been managing him, and they know what their situation is. I don't know on what basis you would give him an extension.

MR. MELOON: It would be on the same basis we gave it to the previous one here. 25X1A9a

[REDACTED] have no quarrel with that. It sounds fine.

[REDACTED] When you get right down to it, I really don't find hardship in the same sense that we found it in the other case, because this man owns his house, free and clear, and his wife is working as a GS-9 and between them they make 10 or 12 thousand or more a year. I don't find the same situation here as in the previous case. However, on the ground that, "This time we really mean it, but we are going to give you a couple more months to go out and find a job" -- I could do it on that basis. That is the only basis, though. 25X1A9a

[REDACTED] A grace period.

MR. MELOON: I can keep him gainfully occupied if you want

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to give him until June 30th -- it wouldn't bother me a bit, and I'm sure it
wouldn't bother Mr. Bannerman.

25X1A9a

[REDACTED] It's kind of splitting the difference, I guess.

[REDACTED] It sounds okay to me.

Well, I believe extension until 30 June is the motion.

. . . This motion was then seconded and passed . . .

. . . The meeting adjourned at 2:35 p.m. . . .

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OFFICIAL ROUTING SLIP

25X1A9a

TO	NAME AND ADDRESS		DATE	INITIALS
1	[REDACTED]		12 NOV 14	301
2	[REDACTED]			
3	[REDACTED]			
4	[REDACTED]			
5	[REDACTED]			
6	[REDACTED]			
ACTION	DIRECT REPLY	PREPARE REPLY		
APPROVAL	DISPATCH	RECOMMENDATION		
COMMENT	FILE	RETURN		
CONCURRENCE	INFORMATION	SIGNATURE		

25X1A9a

Remarks:

Wherry: Did [REDACTED] give
you the [REDACTED] paper
? Did he release them
to DCS?
B

25X1A9a

FOLD HERE TO RETURN TO SENDER

FROM: NAME, ADDRESS AND PHONE NO.

DATE

[REDACTED] OD/Pers 5E56 Hq. 12 Nov68

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